



DECISIONS

DIVERSITY/**E**QUAL EMPLOYMENT OPPORTUNITY-EQUAL OPPORTUNITY/**C**OMMANDERS/**I**MPORTANT EVENTS/**S**PECIAL EMPHASIS PROGRAM/
INFORMATION FEATURED/**O**PPORTUNITIES/**N**EIGHBORS/**S**UCCESS

COMMANDERS

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Dr. Rodriguez—Honorary Colonel in the Alabama National Guard



Honorary Colonel Page 2

HONORING ALL WHO SERVED—SERVICE AND SACRIFICE

This tradition began in 1919 as Armistice Day to recognize those who died in the First World War. Congress broadened the scope of this recognition in 1954 to honor all veterans. Veterans Day is November 11, 2006.

I appreciate each one of you for your outstanding service and the many sacrifices you have made. Your individual strengths and patriotism are valuable to our organization and our great nation. I also appreciate

the sacrifices your family members have made in support of us in peacetime and in war.

As I see and hear of the activities you have planned throughout the state to remember those that have served so courageously before us and those that continue to serve, I am very moved. Activities include participation in Veterans Day parades, many programs honoring our veterans and filling the needed items identified by VA Hospitals for our injured and disabled veterans. The list of needed items is on page 2. Should you wish to donate any of



**MAJOR GENERAL
C. MARK BOWEN**
The Adjutant General, Alabama



the needed items, you can give your items to Ms. Debbie Fredrick in Room 213, Ft. Wallace Armory, Montgomery, by 9 November 2006. Ms. Fredrick can be reached at (334) 271-7245 and she will coordinate distribution of the items to the VA Hospitals.

Honoring All Who Served Page 2

STEREOTYPING

As briefly discussed in my last article, stereotypes portrayed in the media (television, talk radio, movies, newspapers and magazines) and curriculums play a large role in how people perceive each other. It affects the way we view ourselves. It affects the way we view the world around us. Some stereotypes that we may have seen or heard about ethnic groups or people in general are harmful to individuals and an organization.

For instance, how do you think American Indians feel

when they are portrayed as a vanishing group or people use insensitive statements such as "You act like a bunch of wild Indians?" What about Hispanic Americans when they are perceived as illegal aliens? I know you have heard the comment said about any particular group "They all look alike to me." There are many more examples of negative stereotypes that I can give but I think you get the picture.

Some social science literature and educators show the harmful effects of stereotyping and inaccurate portrayals of individual groups. We need to pay



**MAJOR GENERAL
JOHN M. WHITE**
Commander, JFHQ (Air)



careful attention to how these harmful effects manifest themselves in our organization and in the experiences of individuals. The harmful effects can be in the form of low self-esteem, self-fulfilling prophecies, social and emotional problems, feelings of

COMMANDERS

Stereotyping From Page 1

being excluded and marginalized, viewed as being irrelevant to the team, perception that employment avenues are cut off, success is out of reach, and simply the wrong message sent to all employees.

Dealing with harmful and negative stereotypes is a big challenge but it is not impossible. We all need to be clear on and practice the Adjutant General's policy of being respectful of all people.

As Veterans Day approaches, I want you to know I appreciate you and your great service.

Honorary Colonel From Page 1

Major General Mark C. Bowen appointed Dr. Pedro I. "Pete" Rodriguez with NASA's Marshall Space Flight Center an Honorary Colonel in the Alabama National Guard. Major General Blalock presented the Honorary Colonel's Certificate and a special award to Dr. Rodriguez for his outstanding support of the Alabama Guard.

Honoring All Who Served
From Page 1VA HOSPITAL
LIST OF ITEMS
NEEDED FOR
MEN AND WOMENTRAVEL SIZE OR
SMALL 8OZ SIZE

SHAMPOO
POWDER
ROLL-ON DEODORANTS
SPRAY DEODORANTS
TOOTHPASTE
TOOTHBRUSHES
DISPOSABLE RAZORS
SHAVING CREAM
HAND LOTIONS
COMBS
BRUSH
INDIVIDUAL KLEENEX
SMALL BOX KLEENEX
HOUSE SLIPPERS
SOCKS
LIP BALM (VASELINE, ETC.)
POCKET READER'S
(WESTERNS OR MYSTERIES)

DIVERSITY

DIVERSITY IN THE ARMED FORCES

Goal

The Armed Forces diversity goal is to achieve an environment free from harassment, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realize their full potential. The Armed Forces respect and value every individual's unique contribution, irrespective of his or her race, ethnic origin, religion, gender, social background and sexual orientation, and seek to enhance their operational capability by maximizing that contribution.

Corporate Principles

For the overall goal to be realized, the Armed Forces need to recruit and retain high caliber personnel, irrespective of race, ethnic origin, religion or gender and without reference to social background or sexual orientation. We recognize that the Armed Forces must take a lead nationally in promoting and demonstrating racial equality and diversity. The corporate principles laid down below will help us achieve the diversity goal.

- Leadership and commitment from the top down to the principles of diversity
- Respect for all individuals
- Education of all personnel in diversity through effective training programs
- The moral courage to take appropriate action, in line with the expressed core values and standards of the Services, against bullying, harassment, unlawful discrimination, prejudice and negative attitudes
- To deal with complaints expeditiously and fairly

- To monitor and evaluate the effectiveness of our policies regularly, learning from best practice

- To comply with equality legislation, including the Race Relations (Amendment) Act 2000 duty to promote race equality

- Tolerable variation will not apply

Leadership in Action

Strong leadership is vital in establishing a military culture which promotes and welcomes diversity. A number of tri-Service and single Service initiatives are in place to take practical steps to implement change.

Diversity Education is now on the Ancillary Training schedule. There has been a lot of dialogue about this and it has been approved. The requirement calls for 4 hours of Diversity Education every three years. This will seem like a large amount and you will most likely hear the normal responses such as "There is a War going on," "We don't have time," "Didn't we do this eight years ago," and "Diversity is a once in a career event." It was determined that diversity education is integral in a rapidly changing world and if taught with viable curriculum can develop cultural, leadership and team competencies that add tremendous value to the mission of our organizations. **Stay tuned.**

What People Have Said

Admiral Sir Michael Boyce, former Chief of the Defense Staff
"Diversity is key to getting the very best out of all our personnel and to our reputation as employers. I am determined to make the Armed

Forces more representative of our diverse society and to reap the benefits that diversity undoubtedly offers for sustainable operational capability."

General Colin Powell, former United States Secretary of State and former Chairman of the US Joint Chiefs of Staff.
"The leadership of the Armed Forces, working with their civilian leaders and the Commission for Racial Equality, have a firm understanding of the nature and dimension of this challenge and have put in place policies and programmes to get the results that they want and the results that they very badly need."

Practical steps to implement change

- A Zero Tolerance policy on all forms of harassment and bullying. Complaints are taken seriously
- Equal opportunities training is provided to all personnel
- Challenging goals for ethnic minority recruitment are aimed at making the Armed Forces more representative of the culturally diverse society which they exist to defend
- Community partnerships and outreach work forge stronger links with ethnic minority communities and aim to promote the Armed Forces as an employer of first choice for the many talented young people from these communities who have so much to offer the Services

EQUAL EMPLOYMENT OPPORTUNITY

FAILURE TO ACCOMMODATE

In two areas, religion and disability, an agency may be liable for failing to provide a reasonable accommodation for the employee due to their religion or disability.

The reasonable accommodation requirement under religion and disability differs. Religious accommodation will be discussed in this issue and disability accommodation will be discussed in the next issue.

Title VII of the Civil Rights Act of 1964 prohibits dis-

crimination based on an individual's religious beliefs and practices.

Employers may not treat employees or applicants more or less favorably because of their religious beliefs or practices—except to the extent a religious accommodation is warranted.

It is the individual's sincere view of these beliefs and practices as "religious" that is important, and not whether they comport to standard notions of religion or to the

norms associated with the established religions.

Under Title VII, religion includes an affirmative requirement on the part of the agency: the duty of reasonable accommodation.

An agency has a duty to reasonably accommodate the sincerely held religious beliefs and practices of an employee where the employee informs the agency of his/her belief and the needs of the belief/practices.

Agencies have an affirmative duty to consider whether to accommodate employees and either make an effort to

defend a decision not to do anything.

The agency does not have to provide an accommodation, if it shows that the accommodation would constitute an undue hardship. The agency must show that the accommodation requires significant cost or produces other non-cost factors, such as office disruption. Courts apply a "deminimis" (minimal impact on agency's business) standard when determining whether a religious accommodation creates an undue hardship.

EQUAL OPPORTUNITY



A basic principle of our nation is free exercise of religion. The Department of Defense places a high

Accommodation of Religious Practices Within the Military Services

value on the rights of members of the Armed Forces to observe the tenets of their respective religions. It is DoD policy that requests for accommodation of religious

practices should be approved by commanders when accommodation will not have an adverse impact on military readiness, unit cohesion, standards, or discipline.

For additional information see Department of Defense Directive Number 1300.17, February 3, 1988, Certified Current as of November 21, 2003.

PERSPECTIVES ON RELIGIOUS ACCOMMODATION IN THE ARMED FORCES

After viewing the special program highlighting religious accommodation issues in the Armed Forces presented by the Defense Equal Opportunity Management Institute (DEOMI), I was truly encouraged and impressed that the Armed Forces place major emphasis on religious rights of members and the impor-

tance of respecting religions of all types. During these times that our Nation is battling War On Terrorism, it is vital that our soldiers understand and know that wherever they may be called to serve, that by faith the God that they serve is already there. The presentation was very enlightening because it demonstrates that leadership recognizes the importance of Religious Accommodation for every person and gives respect to each one's belief. While de-

ployed in Baghdad, Iraq as Senior Pastor of the Gospel Service, a Non-Denominational International Worship Service with five different nations represented, I saw the need from a broad perspective of soldiers needing accommodations on a personal level. I realized at that point that in order for the soldier to be totally effective in accomplishing their mission they must be able to spend personal time with their God in order that they build confidence in

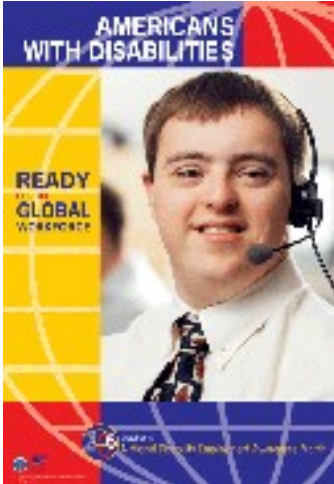


CW3 Jeffery Mathews
AL Army National Guard

who they are. It is my prayer that these accommodations continue to be made in order that we win not only on the battle field but in every area of our lives.

October

Americans with Disabilities: Ready for the Global Workforce



Congress enacted Public Law 176 in 1945 establishing October as the month to recognize the contributions Americans with disabilities are making in the workplace.

ODEP Assistant Secretary Presents the Business Case for Hiring People with Disabilities to Human Resource Practitioners

"By the year 2014 – that's only eight years away – 36 million people are expected to leave their jobs and will need to be replaced," Assistant Secretary W. Roy Grizzard, Jr. told a group of human resource and marketing professionals gathered at the Harvard Club in New York City for a two-day workshop. As a keynote

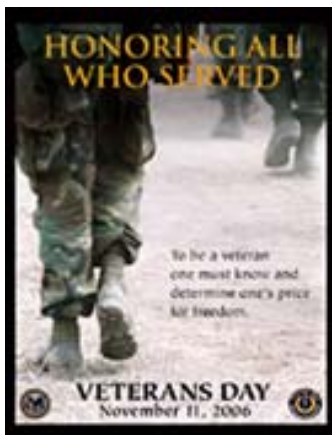
speaker for this workshop, titled "Diversity Profit Generation Series: Proving the Financial Business Case for Diversity," Dr. Grizzard presented the business case for hiring people with disabilities. "There are more educated and better prepared workers with disabilities than ever before," he said. "Right now businesses have the opportunity to tap into a young and growing talent pool" of more than 1.5 million college students who identify themselves as having one or more disabilities, he told the attendees.

November American Indian Heritage Month: A Warrior's Tradition:
Contributing to our Nation's Freedom

The recommended method is to refer to a person by their tribe, if that information is known. The reason is that the Native peoples of North America are incredibly diverse. It would be like referring both a Romanian and an Irishman as European. . . .

[W]henever possible an Indian would prefer to be called a Cherokee or a Lakota or whichever tribe they belong to. This shows respect because not only are you sensitive to the fact that the terms Indian, American Indian, and Native American are an oversimplification of a diverse ethnicity, but you also show that you listened when they told what tribe they belonged to.

When you don't know the specific tribe simply use the term which you are most comfortable using. The worst that can happen is that someone might correct you and open the door for a thoughtful debate on the subject of political correctness and its impact on ethnic identity. What matters in the long run is not which term is used but the intention with which it is used.



Veterans' Day (formerly Armistice Day) - November 11, 2006

See and Hear Veteran's Stories

In just the short time since its creation, the Veterans History Project is amassing a remarkable collection of interviews and documentary materials spanning much of the twentieth century. Contained in these sources are compelling accounts of wartime service from men and women, civilian and military, representing many ranks, jobs, branches of service, and theaters of war. Their stories—told in their own words through letters, diaries, and oral history interviews—teach us, amuse us, and inspire us. They also sometimes sadden us, with tales of lost lives, lost time, and lost innocence, all in service to our country. **Visit <http://www.loc.gov/vets/sights.html> for their stories.**

December

No Federal Observance Designated

SPECIAL EMPHASIS PROGRAM

2006 Special Emphasis Awards Program



*Host: 167th Sustainment
Command (Theater)*

*Pelham Civic Complex
500 Amphitheater Road
Pelham, AL 35124*

*A Salute to our
Hispanic Heritage*

Leadership for America's Future

MG Abner Blalock gave the Welcome and Opening Remarks. He recognized Mayor Bobby Hayes and the excellent Pelham Civic Complex. He emphasized that programs like these are to give us all insight into the various cultures that make up our American culture. These programs are designed to help us all be reminded that we are a nation of diverse people but we are one nation with a common goal: Protecting the freedoms that we all share in this great country.



Keynote Speaker - Dr. Pedro I. "Pete" Rodriguez a native of Bayamon, Puerto Rico, is the Manager of the Test Laboratory in the Engineering Directorate at NASA's Marshall Space Flight Center in Huntsville, Alabama.



Hayes
High School
Honor Guard
Team



SSG Donna Johnson song the National Anthem and song "Wind Beneath My Wings" as a special tribute to the thirty nine Hispanic Medal of Honor Recipients.



LTC Waleska Pizarro, the Mistress of Ceremonies, gave special recognition to our Hispanic leaders present at the event. She also pointed to the displayed flags which represented the many Hispanic American countries of origin. She stated though the Census Bureau's use of Hispanic as an umbrella term to cover the whole of the U.S.'s diverse Spanish-speaking population there are similarities and differences among the various Hispanic/Latino groups.

Cultural music was provided by the Maria-chi Band Tequila.



As LTC Valerie Smedley gave the closing remarks, she praised e Culinard Catering for their delicious samplings of ethic cuisine and she encouraged us all to recruit, recruit and recruit.



Candid Pictures taken at our Special Emphasis Awards Program and Hispanic Heritage Month Observance.



READY, RELIABLE, ESSENTIAL

Special Emphasis Awards Program



Alabama National Guard employees received special recognitions during the Special Emphasis Awards Program and Hispanic Heritage Month Observance held 6 September 2006 at the Pelham Civic Complex.

MG Abner Blalock, 167th Sustainment Command (Theater) Commander, and Colonel Donnie Davis, Human Resources Officer, presented certificates of appreciation to the below individuals for their professionalism and outstanding contributions to the Alabama National

Captain Zane Purdy (226th Cmbt Comm Gp, Montgomery), SMSgt Walter A. Linch, Jr. (187th Fighter Wing, Montgomery), MSgt William O. Colley (187th Fighter Wing, Montgomery), MSgt Edward Mastin, Jr. (187th Fighter Wing, Montgomery) and SGT Lisa A. Crews (HHD 145th Chemical Bn, Centreville) were not able to attend the event due to deployments or other prior commitments. However, unit members or family members proudly accepted the awards on



SFC Vicki Glover
HHD 278th Chemical Bde, Oneonta



SGT Anna L. May
1166th Military Police Company, Greensboro



SGT Jose M. Garcia
214th Military Police Company, Alexander



SSG Jeffery Hogeland
278th Chemical Bn, Oneonta



TSgt Kimberly L. Jones
187th Fighter Wing, Montgomery



CMSgt Rita A. Jones
117th Air Refueling Wing, Birmingham



SMSgt Jesse J. Rhodes
187th Logistics Squadron, Montgomery



MSgt Steven L. Cannon
HQ, 152nd Chemical Battalion, Gadsden

READY, RELIABLE, ESSENTIAL

SPECIAL EMPHASIS PROGRAM

EEO OUTSTANDING SUPERVISOR/MANAGER



SMSgt Jesse J. Rhodes was awarded the **EEO Outstanding Supervisor/Manager Award**. SMSgt Rhodes is the Supply Management Superintendent and Training Manager for the 187th Logistics Squadron, Dannelly Air National Guard Base in Montgomery. His nominator, Captain B. Scott

McNaughton, said SMgt Rhodes has a liberating leadership style. SMSgt Rhodes has encouraged those he leads to be active members in the decision making process and to take ownership of their process. These have led to many new and exciting changes in the Supply Warehouse and a boost in morale, resulting in higher quality of

work and customer support. Due to his extensive supply and computer knowledge and skills, SMSgt Rhodes was called upon frequently to address supply problems. His hard work and dedication to the field of logistics has contributed to the outstanding reputation the 187th Fighter Wing enjoys around the country.

EEO OUTSTANDING EMPLOYEE

SMSgt Walter A. Linch, Jr. was awarded the **EEO Outstanding Employee Award**. SMSgt Linch is the BVIM-Multimedia Manager for the 187th Fighter Wing in Montgomery, Alabama. CMSgt Harold E. Pruitt said he has had the privilege to associate with SMSgt Linch on numerous occasions and know that he upholds the Core Values of the Air Force in all aspects of his life. SMSgt Linch goes beyond customer service expectations thus raising the professionalism of the organization and his peers. He has earned respect



at all levels of management in the Air Force and Alabama Air National Guard for his expertise in the Multimedia field. Serves as Chairperson for the Alabama National Guard Special Emphasis Program Committee to help

ensure equal employment opportunity is afforded to all applicants and employees. SMSgt Linch was not able to attend the event due to deployment. His wife, Debbie, and his father and mother-in-law (James and Esther Blair) represented him. Mrs. Linch accepted the Award on behalf SMSgt Linch.

FEDERAL WOMAN OF THE YEAR



SGT Anna L. May, a Personnel/Admin SGT with the 1166th Military Police Company in Greensboro, Alabama, was awarded the **Federal Woman of the Year Award**. SGT May helped her unit to ensure a smooth transition and reconstitution from a year-long deployment to Iraq, to Hurricane Katrina disaster relief, to REFRAD back into the Alabama Army National Guard. She worked especially hard to sustain each soldier's personnel records, medical records, and training files-keeping them updated to ensure each soldier's files are current and ready for any future mission that may come along. LTC Sylvester Cannon wrote "SGT May is a natural leader of troops and has a special way of motivating her troops by first leading by example."

OUTSTANDING MINORITY EMPLOYEE



TSgt Kimberly L. Jones, Human Resource Specialist for the 187th Fighter Wing and its geographically separated units (GSU's), was awarded the **Outstanding Minority Employee Award**.

CMSgt Brenda Bibbins said TSgt Jones is an experienced natural leader who leads by her tremendous example of professionalism and performance. She has skillfully and accurately served over 350 members during Operation Enduring Freedom, Operation Iraqi Freedom and various Wing deployments. TSgt Jones has performed in an exemplary manner. Her relentless drive and dedication toward mission accomplishment contributes to the success of the Customer Support office. She is responsible for managing the Enlisted Performance Reporting (EPR)

program. Her efforts resulted in an increase from 88% to 99% on EPR completions. She oversaw the performance of over 100 reenlistments, 200 decorations, 70 EPRs, and 1000 Classification/On-the-Job Training actions. While performing her normal duties, she also spearheaded setting up the Personnel Deployment Function that processed over 350 members for the unit's upcoming deployment. TSgt Jones respectfully renders customs and courtesies, exemplifying military bearing, dress and appearance.

SPECIAL EMPHASIS PROGRAM

**Alabama National Guard
Special Emphasis Program
Committee 2005-2007**

JFHQ, AL (Army)
Major Brian Thomas
CSM James Ashley

HQ, 167th TSC
MSG Daisy Williams

HQ, 142d Sig Bde
SGT Barbara Raymond

HQ, 20th SF
SPC Glen Claiborne

HQ, 31st Chem Bde
SSG Patrick Raley
SGT Mark Wear

JFHQ, AL (Air)
SMSgt Penelope Howard
CMSgt Donald Jackson

HQ, 187th FW
SMSgt Walt Linch
MSgt Robert Brooks

HQ, 62nd Troop Cmd
SFC Judy Rainey

HQ, 117th ARW
MSgt Patricia Vaca
MSgt Ron Landry
MSgt Gwendelyn Knight

225th CCSq
MSgt Linda Kirkpatrick-Moore
TSgt Roy Shirley

22nd Recruiting Battalion
CPT David Vanhorn
CPT Pamela Phillips

SEP Calendar 2006

	OCTOBER	NOVEMBER	DECEMBER
Important Dates	National Disability Employment Awareness Month 15 Sep—15 Oct Hispanic History Month 9th Columbus Day (second Monday) 21st - Fiesta 2006 Linn Park, Birmingham, AL (www.fiestahbc.com)	American Indian Heritage Month	
Conferences	21-28 HACU 20th Annual Conference San Antonio, TX	2-7th — 30th Annual Society of Mexican American Engineers (Austin, TX) National Association of Hispanic Federal Executives Association (NAHFE) 15th Annual Executive Leadership Development and Diversity Training and Recruiting Conference (Tampa, FL)	3rd — Alabama National Guard State EEO and EO Planning Conference for ARNG EOAs and ANG MEOs 1000—1600, Ft. George C. Wallace Armory, Room 210, 1750 Congressman Dickinson Drive, Montgomery, AL 36109-0711 POC: Lt Col Harris (334) 271-7215, DSN 363-7215 5-7—Oklahoma Native American Consultation Workshop Sheraton Oklahoma City Hotel 6th — 26th DOD Disability Awards Ceremony and 18th Annual Forum as part of National Symposium 11-14 - 2006 Army Worldwide EOA Training—Orlando, FL, Register at HTTP://WWW.ARMYG1.ARMY.MIL/EO
Special Emphasis Program	SEPC Meeting 2nd Wednesday DECISIONS Newsletter		
Awards			31st - Deadline for submitting nominations for SEP Awards. See Pages 8-10 of Vol 2, Apr 06, DECISIONS Newsletter for awards criteria or contact your SEP Representative.
Reports			AEP/AAP Reports
Upcoming Events:	January—15th—Martin Luther King, Jr. Birthday; February—African American/Black History Month; March—Women's History Month; April—15th-Holocaust Remembrance Day; 15th-27th-Days of Remembrance of Victims of the Holocaust; May-Asian Pacific American Heritage Month; August-26th-Women's Equality Day; September 15th-Hispanic Heritage Month; October-National Disability Employment Awareness Month; November -American Indian Heritage Month; December		
Important Notes:	Commanders: Please ensure your Military Equal Opportunity Investigators are trained. See page 5 and 18 of Volume 2, April 2006, DECISIONS Newsletter for training sources and your appointed investigator.		

INFORMATION FEATURED

WHAT IS AN EATING DISORDER?

Eating disorders such as anorexia, bulimia, and binge eating disorder include extreme emotions, attitudes, and behaviors surrounding weight and food issues.

They are serious emotional and physical problems that can have life-threatening consequences for females and males.

ANOREXIA NERVOSA is characterized by self-starvation and excessive weight loss.

Symptoms include:

- Refusal to maintain body weight at or above a minimally normal weight for height, body type, age, and activity level
- Intense fear of weight gain or being “fat”

- Feeling “fat” or overweight despite dramatic weight loss
- Loss of menstrual periods
- Extreme concern with body weight and shape

BULIMIA NERVOSA is characterized by a secretive cycle of binge eating followed by purging. Bulimia includes eating large amounts of food—more than most people would eat in one meal—in short periods of time, then getting rid of the food and calories through vomiting, laxative abuse, or over-exercising.

Symptoms include:

- Repeated episodes of bingeing and purging
- Feeling out of control during a binge and eating beyond the point of comfortable fullness

- Purging after a binge, (typically by self-induced vomiting, abuse of laxatives, diet pills and/or diuretics, excessive exercise, or fasting)

- Frequent dieting
- Extreme concern with body weight and shape

BINGE EATING DISORDER (also known as COMPULSIVE OVEREATING) is characterized primarily by periods of uncontrolled, impulsive, or continuous eating beyond the point of feeling comfortably full. While there is no purging, there may be sporadic fasts or repetitive diets and often feelings of shame or self-hatred after a binge. People who overeat compulsively may struggle with anxiety, depression, and loneliness, which can contribute to their unhealthy

episodes of binge eating. Body weight may vary from normal to mild, moderate, or severe obesity.

OTHER EATING DISORDERS can include some combination of the signs and symptoms of anorexia, bulimia, and/or binge eating disorder. While these behaviors may not be clinically considered a full syndrome eating disorder, they can still be physically dangerous and emotionally draining. All eating disorders require professional help.

National Eating Disorders Association
www.NationalEatingDisorders.org

Seeking Help, Referrals or Answers?

Military OneSource

24-hour, seven-days-a-week, toll free information and referral telephone service available worldwide to active duty, Reserve, and National Guard military members and their families, and deployed civilians and their families. Military OneSource provides information ranging from every day concerns to deployment/reintegration issues. Additionally, if there is a need for face-to-face counseling Military OneSource can provide a referral for six sessions per issue with professional civilian counselors at no cost to the military or family member (please note in-person counseling is only available in the U.S. and Puerto Rico). Overseas, Military OneSource can help access those existing services provided through the Medical Treatment Facilities.

Visit the website at www.militaryonesource.com or call 1-800-342-9647.

Employee Assistance Program

A program designed to help you deal with personal problems that affect your job performance and well being.

Call Lt Col Barbara Harris at (334) 271-7215 should you need assistance in locating agencies or services which can best help you.

OPPORTUNITIES



Welcome New Recruits to the Guard Team!

July, August and September 2006

117TH Air Refueling Wing:

Melissa Renee Barger
Robert Darnell Hives
David Jerome Kirchner
Johnathon Richard May
Timothy Ryan Naylor
Robert Anson Norton
James Nicholas Rudick
Garrett Olin Slaughter

187TH Fighter Wing:

Jared Carnell Bush
Loren Daniel Carlton
Corey Ray Champion
Arielle Elizabeth Cochran
Darren Michael Crimi
Tyrone Robert Ditzel

Kristen Nicole Gothard
James Robert Graham
Justin Ray Hester
Crystalin Verronica Horton
Cole Edward Hunter
Chase Alan Jackson
Jennifer Jeanene Janes
Christian Phillip Johnson-Lee
Michael Courtland Kelly
Sandra Bradley King
Christopher Alan Lee
Brian Alan Little
James Joseph McCarthy
Thomas Nicholas Melling
Adam Gray Miller
Jarvetta Martrice Mitchell
Matthew Edgar Owen
Matthew Brady Parker

Mary Elizabeth Price
Justin David Pugh
Xavier McKinney Rodgers
Terry L. Showalter
Kenneth D. Sims
Brandon Richard Stewart
Shawn Carl Trocheset
Mario Fitzgerald Turner
Malary M. White
Robert Justin Witherington
Mark Anthony Young

225TH Combat Communications Squadron:

Ashley D'Nele Barber
Carnell MNM Buford
Jeremy Edward Cole
Eric Clifton Haynie
Robert Allen Herron

Rachel Susannah Hill
Christopher Ryan Pruett
Zachery Ryan Webb

280TH Combat Communications Squadron:

David B. Allen
Ryan D. Artrip
Jason Paul Bowden
Tyler Greer Collins
Michael Allen Donaldson
Nicole Leigh Gadison
Charles H. Gilmore
Darwin Dwight Grossman
Jeffery L. Hamilton
Jennifer Lee Hoskins
Daniel Hazeiah Silverthorne
Anthony Deshawn Stubbs

*July*

Susan Lachey Adkins
Holly Christine Allen
Julian Manuel Alvarado
Michael Anthony Anglisano
Nathan Samuel Baker
Charles Eugene Barrow
Tenequia Santia Battle
Dean D. Bean
Tyler Mark Behel
Kristofer Sean Bell
James Edward Berry
Scott Gregory Laport Boling
Walter Thomas Bowers
Joseph Elliott Brown
Cody Daniel Calhoun
Jimmy Eric Carden
Benjamin Michael Carswell
Mose Courtney Moni Caster
April Michelle Chandler
Dustin Philip Chasse
Casey R. Chumney
Joshua Terrell Cooper

Roderick Andre Cooper
Christopher Joseph N Corona
Brenson L. Crenshaw
Philip Neil Croteau
Jonathan Andrew Daffron
Laquita Diane Daniels
Brittney Analisha Davis
Michael Donnell Dickerson
Tyler Wyant Dillard
Trantavious Demon Doolittle
David Miller Dyess
Sidney A. Dyson
Daniel Robert Elphinstone
Mathew Doyle Farris
Ashton L. Faulkner
Tony Renard Fuller
Leonard Anthony Gant
Nicholas Holdt Garver
Juana Rasha Gibson
Brian Keith Giddens
Leslie Wayne Giles
Anthony Caleb Green
Thomas R. Gregory
Jacob Taylor Grier
Lakitha Nicole Griggs
Candace Domonque Guild
Michael Scott Haggerty
Jeremy Franklin Hamilton

Jordan Lee Hamilton
Surmarklos Dontonio Harbin
Jacquelyn Marshae Harrell
Tyra Shantaye Harris
Camillia Shauntae Harrison
Phyonica Monique Harrison
Marzett Lemark Hatcher
Jeffery Scott Hawkins
Gary Robert Haynes
James Daniel Herren
Jesse Eugene Hill
Michael Ray Hill
Jacob Dalton Hilyer
Duane Lee Hollen
Timothy Blake Huie
Shahid Mohamad Iqbal
Jennifer Lee James
Laquillia Denise James
Aubrey James Johnson
George Alan Jones
Markell Tanthony Jones
Tony Jones
James Ray Joyner
John Leonard Kalmbach
Ariel Micah Kerry
Jeremy Sky King
Ricky Lavon King
Joshua M. Kohler

Norma Chineshi Lacey
Frank Hugh Lee
Rachel Lee Lockhart
David Adam Lollis
Lance Terence Lucas
Joseph Leo Lundberg
Janece Monique Magee
Jeremie Ervin Maloy
Steven Dewayne McIntyre
Dustin Wayne Medley
Russell Shayne Merritt
Codi Wayne Miller
Nahum Rashad Milton
Chadwick Jonathan Mims
Michael Lynn Mitchell
Andrew Peter Murphy
John Edward Myers
Adarius Cortez Nation
Joshua Hunter Necaise
Bennie Lee Newsome
Billy Robert North
Elisha Jefferson Ohara
Andrew Allen Oshea
Charlotte Elaine Peoples
Ambrose Puente
Reagan Mitzie Nicola
Dale Wayne Richards
Adam Glenn Ritch
Farad Vandrell Rivers

OPPORTUNITIES

August

James George Roach	Earnest Vincent Acoff	Brandon Bernard Darden	Steven Howard Johnson
Micheal Brandon Robbins	Mathew Adams	Erica Tiffany Darrington	Thomas Britt Johnson
Daniel Keith Robinson	Jack Anderson Akins	Myron Ladon Davis	Megan Nicole Jones
Regina Kay Rogers	Edward Kirk Alexander	Matthew Joseph Decola	Tanesha Renee Jones
Joshua Alexander Rowell	Roger Justin Alexander	William Rayburn Dewberry	Jonathan Stewart Kelley
Douglas Jamal Russell	Elijah Zackary Andersen	Ryan Blake Dorminey	Jon Claude Kidd
Abayomi Olobenga Salako	Kevin Paul Anderson	Boman Henderson Douglas	Marcus Terrell Kidd
Misty Lynn Sanders	Joseph Jessup Armstrong	Katherine Weir Dowd	Matthew David Lamar
Warren Machion Sanders	Nicholas Frank Barber	David Allen Driver	Chris Adam Lambert
David Edward Schedler	Jeffery David Barton	David Matthew Dubois	Jeanne Summer Land
Derek Wayne Schreiner	James Henry Batton	Jacob Allan Eggleton	Jason Alton Lange
Theodis Scott	Pamela Demeco Lasha Beckham	Kristen Nicholle Eiland	Rachael Patrice Lawson
Steven Dywayne Seawright	Donald Shane Bell	Bryan Cornelius Elliott	Whitney Dionne Lee
Andre Carrel Shannon	Janay Denise Bendolph	Demario Antwan Elston	Christopher Lee Lewis
James Anthony Simmons	David Clyde Bennefield	Lorenzo Girard Evans	Judge Williams Lewis
Austin Wren Singleton	Shavongalia Vonshae Bennett	Rachel Rachelle Farris	Denise Ann Lisle
Seth Alan Slick	Charles William Blanks	Brandon Philip Ferraro	Brook Shante Long
David Earl Small	Jessie Edward Blunt	Marshall Keith Flowers	Gregory Cornell Lowery
Jimmy Jo Smith	Sonya Elaine Boone	Elizabeth Ryan Foster	Christopher Brett Maddox
Roger Alan Snead	Alan Michael Brady	Stacy Edward Fralix	Christopher Reshard Martin
Brandon Jamal Snell	Terry Brooks	Johnathon William Frye	Advester Mcneil Mason
Walter Clarence Stewart	Erica Renae Brown	Ethan Michael Gautreau	John Caleb Masoner
Mark Allen Stoneburner	Jason Scott Brown	Latonya Willette Gilliam	Charles Jason McCormick
David Glenn Stulce	Klayton Lee Brown	Melvin Wayne Godbee	Joel Matthew McDonald
Brandon Keith Suggs	Kevin Colin Bryant	Robert David Goodman	James Troy McMickens
Michael Ellis Tatum	Donovan Elijah Bulen	Nicole Goodrich	Elie Vincent Merritt
Anntionette Deshun Thomas	Orson Dean Bullard	Joshua Donald Grace	Meagan Michelle Mewbourn
Jarret Charles Thomas	Kimberley Linette Burgess	Robin Christopher Grant	Stephen Kody Meyer
Latoya Levone Thomas	Paul Dwayne Burnett	William Lashawn Gray	Nancy Elizabeth Meza
Jeremy Dalton Thompson	John Paul Burns	Latoyia La Shae Grayson	Kevin Jack Minchew
Tony Keith Thornton	Terrence Autiona Candidate	James Deon Grice	James Alan Mitchell
Eric Allen Tidmore	Ronnie Wayne Carroll	Jason Dean Guthrie	Tommy Eugene Mobley
Erick Edward Wadsworth	Jason Paul Carson	Justin Duane Hall	Samuel Joseph Montalbano
Lee Ernest Wagner	David Joel Cassell	Ramona Shavonne Hall	Nicolas James Moore
Terry Rayford Walden	Brian Chalian	Thomas Russel Hams	Joshua Ford Morgan
Monica Rena Felder Walker	Christopher Lane Chambers	Michael Bailey Hankins	James Mathew Mullen
Jimmy Pierre Walls	Christopher Micha Cheatwood	Anthony Octavious Harrison	Tyler Dwayne Nabors
Robert James Webb	Ashley Nicole Clark	Kevin Walter Harzbecker	Pha Axe Nguyen
Jason Adam Whaley	Steven Dwayne Colley	Christopher Lee Hathcock	Joseph Brandon Nunley
Christopher Josep Whisenant	Alicia Maria Collins	Theodis Hayes	Joshua Terry Odem
Mark Bryant Whitaker	Canada Catrice Collins	Jacquise Rachel Herlong	Andrew Malcolm Oram
Justin Lynn Whited	Laneshia Ann Collins	Michael John Hester	Angela Nicole Oram
Stacie Michell Wilkes	Gary Szuchnicki Collymore	Herman Lee Hinton	Charles Thomas Orr
Lewis Jacqueline D Williams	Whitney Daniell Constantine	Christopher Lee Hitt	Brian Matthew Owen
Mantrado Deguel Williams	Glenn Clifton Cornett	Jacob Ross Holman	Robert Odell Owen
Roy Lee Williams	Rodney Dale Couch	Nacole Wynema Hutchinson	Justin Kent Parrish
Thomas Dewayne Williams	David Allan Cox	James Howard Hyde	Felicia Caroline Patterson
Wanda Gail Williams	Robert Matthew Cox	Tarrah Renea Jacko	John Anthony Perron
Sammy Allen Wright	Felicia Shantell Crook	Rachel Michelle Jackson	Lawanda Denise Powell
Jelvon Lamar Young	Marshall Gail Curnette	Levan Uriah Johnson	Chase Martin Price
		Marche Telis Johnson	Jaywanna Shanay Reed

OPPORTUNITIES

Matthew Lloyd Reynolds	Essence Cachae Ambers	Margaret Bringhurst Drouet	Shameka Sadia Jordan	Max Russ Sanders
Janet Marie Rice	Robert Jeffrey Anderson	Ritchie Lee Drummond	David Maximillian Kelley	Lana Mohammad Sbitany
Tina Mercedes Robertson	William Oliver Anderson	Jeptha Justin Dubose	Ashley Lynn Kilpatrick	Thomas Christopher Schur
Octavious Lamont Rush	Navaris Marquis Andrews	Kourtney Alycee Dumas	James Brandon Lassiter	Deandre Donte Scott
Blake Edward Sanders	Jason Alan Bailey	Karen Elizabeth Eason	Joshua Sungene Lee	Sherrer Jennifer Lynn
Rikkia Lashea Sauble	Stacia Marie Bailey	Xandrea Shaini Ellis	Yvonne Fong Li	Samantha Sue Simpson
Jimmy Michael Scott	Christopher Kenneth Ball	Colin Wayne Erwin	Demaris Ricardo Lias	Tamika Chambers Smith
Donald Casey Shiver	Fabian Ralphael Banks	Michael Chase Etrass	Deanna Lashae Lott	Terry Wayne Smith
Gwendolyn Marie Silcox	Charles Spencer Barrientos	Pamela Ann Evans	Gerald Edward Lucier	Shane Manalita Spivey
Christopher Anthony Simmons	Adam Daniel Siniard Billups	John Brandon Farlow	Shea Lunceford	Andrew Neal Springer
Derek Terez Simmons	Michael Joe Blackmon	Jessica Delores Ferguson	Donald Eugene Lynn	Christopher Craig Stanford
Torrey Darrell Simpson	Skyler Nichole Bolton	Edward Phillip Fore	Shenderis Shantae Mahone	Akeeem Lenard Stewart
James Aaron Sizemore	Antonio Kendwell Bowie	Daniel Bruce Frankel	Anthony James Mason	Artrina Marie Stokes
Wesley Harold Sloan	Lameria Renae Bradley	Steven Lee Frix	Leon Mason, Jr.	Phillip Mathew Tew
David Earl Small	Martin Robert Brinkman	Mark Alan Garner	Ryan Colby Maynor	Cornelius Lee Thomas
Brittney Renee Smith	Jamien Antwoine Brown	Anthony Justin Gill	Brittany Michelle Mccall	Emily Marie Thomas
Cassie Jo Smith	Madelaine Zelena Brownell	Jennifer Constance Gleason	Michael Darnell Mccall	Ivori Ivette Thomas
Eleanor Smith	Wayne Roland Byrd	Brandon Scott Glenn	Shane Austin Mcclain	John Brandon Thornell
Jonathan Rex Smith	Lashawn Darnetta Calloway	Donald Edward Gray	Calvin Ladon Mccorvey	Shauntara Deshae Thornton
Wesley Scott Sparks	Donnie Lamar Carden	Edward Charles Gray	Timothy Glenn Mcelyea	Semon Nicole Timmons
Ebony Michelle Speakman	Michael James Cardinal	Jared Danial Green	Christopher Fain Mcfry	Florence Perlene Walker
Kimberly Dawn Spruell	Genesis Geria Carpenter	Jeremy Denard Hall	Micyala Jazmim Mcgee	Kenneth Donnell Watkins
Siara Jonisha Steele	Krista Francis Carter	Sade Nicole Hampton	Tanner Blane Medley	David Thomas Waytus
John Allen Strickland	Corey Scott Cato	Rico Mykell Hardnett	Amber Nicole Messer	Daniel Eugene Webb
Tamara Shacole Summerville	Melissa Renee Chandler	Tommie Hardy	Terence Latrail Minter	Joseph Daniel Weddle
Jacob Wayne Taylor	Taurus Leon Christian	Brad Elliot Harkey	Jason Floyd Mitchell	Craig Morris Weldon
Trenece Centell Taylor	Brandon Allen Clark	Callina Evett Harris	Andrea J. Mizzell	Leilani Kay Wells
James Joseph Theros	Anthony Avon Clarkbanks	Kelly Marie Hartman	Stayce Elizabeth Montgomery	Evan T. Whiteside
Terrence Allen Thornhill	Dana Marie Cochran	Michael Oleary Hatcher	Kenneth Oneal Moore	Cody Allen Williams
Shawn Michael Trahan	Thomas Hartwell Coke	Jason Lee Heath	Melissa Lee Morrow	Ewric Antawn Williams
William Eugene Tveten	Matthew Grady Cole	Scotty Marshall Hernandez	Nicole Lynn Mullins	Justin Lamont Williams
Justin Alexander Vaughn	Christoher Ryan Peter Coley	Alan Keith Herring	John Joseph Anthony Newman	Marla Antoinette Williams
Dominick Michael Viruleg	Mario Donta Collins	Matthew C. Hickman	Ashley Lynn Nobles	Sharda Shame Williams
Crystal Marie Wadsworth	Joshua Caine Cooper	Jacob Allen Hicks	Jesse Franklin Oglesby	Shawn Gregory Williams
Brandon Derriel Walton	Timothy Andrew Cooper	James Dustin Higdon	Augustus Owens	Billy Stephen Williamson
Alan Daniel Ward	Caleb Wayne Coskrey	George Christophe Highsmith	David Sean Owens	Slaughter Genea Elan Wills
Robert Shay Wells	Amber Dawn Cox	Marlon Jermaine Holmes	Eric Clifton Owens	Nicholas Ray Windham
Yolanda Gains Whetstone	John Steven Cox	Joshua Aaron Holtum	Eric Glen Padgett	Mitchell Alan Wood
Jordan Aaron Whitson	Bret Joshua Crenshaw	April Dawn Hornsby	Steven Allen Pair	Iman Jerod Woolfolk
Curtis Antonio Williams	Jacob Wesley Crocker	Jennifer Marie Houck	Travis Jamel Peoples	
Joy Ashley Williams	Timothy Dwight Cross	Shavonda Treneice Houston	Jason Robert Perdue	
Joseph Deryan Willis	Keith Dewayne Dailey	Chadrick Princedric Howard	Ward Jason Elliot Perrin	
Harry Lancaster Wills	Shaun Edward Damron	Terry Dewayne Howell	John Matthew Perry	
Michaelen J Avar Woods	Jeremy Jermaine Davis	Kowayla Nicole Hubbard	Patrick Daniel Posten	
	Terrance Renard Davis	Pamela Nicole Hutchins	Yolanda Shanae Prince	
	Joan Paulette Denney	Taner Franklin Isbell	Wesley Brett Richardson	
	Michael Tyrone Denson	Jurrell Travon Jackson	Richard James Robinson	
	Jessica Lashawn Dew	Shamika Lee Jessup	Seth Allen Rosetta	
	James Matthew Dodson	Lakesha Nicole Johns	Kenneth Brandon Ross	
	Drake St Clair Donovan	Jonathan Dustin Jones	Timothy Jamaal Ross	
	Roland Blane Doster	Quincy Demond Jones	Emily Rose Sandberg	

September

Carlton Wright
Sherry Diane Adams
Charles Edwin Alford

NEIGHBORS

OPERATION SANTA CLAUS 2006 WILL BE STARTING SOON...



Over the years the Alabama National Guard, Guard families, local business organizations, churches and community groups have stepped up in support of MARC (Montgomery Area Retarded Citizens). In the past 19 years the Guard's involvement with MARC and now McInnis has evolved. We have supported MARC and McInnis during the fair, Special Olympics and now Operation Santa Claus.

Operation Santa Claus is where the Director of each group home (Smith Center, Milton Road Center and McInnis) gives SSG Kevin Harrison a wish list of items each group home resident really wants. SSG Harrison

distributes the wish lists out to volunteers that want to participate in Operation Santa Claus. Volunteers then purchase at least two items from that wish list. The first item is given to each resident by Santa at their Christmas party. The second item is given to the Directors to be placed under the tree on Christmas morning.

If you would like to participate in Operation Santa Claus please contact SSG Kevin Harrison at (334) 274-4286 or by e-mail at Kevin.harrison3@us.army.mil for further information.



SUCCESS

NATIONAL GUARD HOSTS MARRIAGE ENRICHMENT SEMINARS

A joint initiative by the Chaplain's Office and the State Family Program office affords National Guard couples, who have endured a deployment an opportunity to spend a weekend together and obtain helpful information to enhance their marriage relationship.

To date five seminar/retreats have been conducted across the state of Alabama. The last one was hosted in Montgomery with 22 couples in attendance. Over 80 National Guard couples have attended the previous events and the feedback has been excellent.

The seminars begin on a Friday night and conclude on Sunday morning. Couples have Saturday afternoon and evening to spend time together. Lodging is prepaid and Plans are underway for more seminars/retreats in 2007. Information will be

forwarded to all units several months in advance so unit members can be informed of upcoming events.

Since this is a Department of the Army and NGB-sponsored event, units are encouraged to give UTA credit to military attendees at Marriage Enrichment seminars. Each seminar has a limit of 25 couples and attendees are selected on a first-come, first-serve basis. Couples are reimbursed for travel and per diem, making it a free weekend for attendees.

Questions may be directed to either Chaplain (CPT) Wyllie Collins at (334) 213-7534 or the Family Program Office at 1-800-231-2846.

These photos were taken at the last Marriage Enrichment Seminar in Montgomery.

